DOCUMENT RESUME

ED 481 566 HE 036 203

AUTHOR	Berlin, Linda E.; Stennett, Janis; Bednash, Geraldine D.
TITLE	Salaries of Deans in Baccalaureate and Graduate Programs in Nursing, 2002-2003.
INSTITUTION	American Association of Colleges of Nursing, Washington, DC.
REPORT NO	AACN-02-03-03
PUB DATE	2003-00-00
NOTE	28p.
AVAILABLE FROM	American Association of Colleges of Nursing, One Dupont Circle, Suite 530, Washington, DC 20036-1120. Tel: 202-463-6930; Fax: 202-785-8320; Web site: http://www.aacn.nche.edu.
PUB TYPE	Numerical/Quantitative Data (110) -- Reports - Research (143)
EDRS PRICE	EDRS Price MF01/PC02 Plus Postage.
DESCRIPTORS	College Faculty; *Deans; Higher Education; *Nursing Education; *Salaries; Salary Wage Differentials; School Surveys; Tables (Data)

ABSTRACT

A survey was conducted to gather information on the salaries of nursing school deans and related information such as title, rank, degree level, tenure status, gender, and race/ethnicity. Findings, presented in several data tables, provide a benchmarking resource for comparing salary data on a calendar year basis by numerous characteristics of deans including title, highest earned degree, academic rank, tenure status, and years in current deanship. Salaries are also presented by geographic region, institutional control, parent institution (university or college), academic health center affiliation, types of nursing programs offered, Carnegie classification, and number of full-time faculty. (EV)

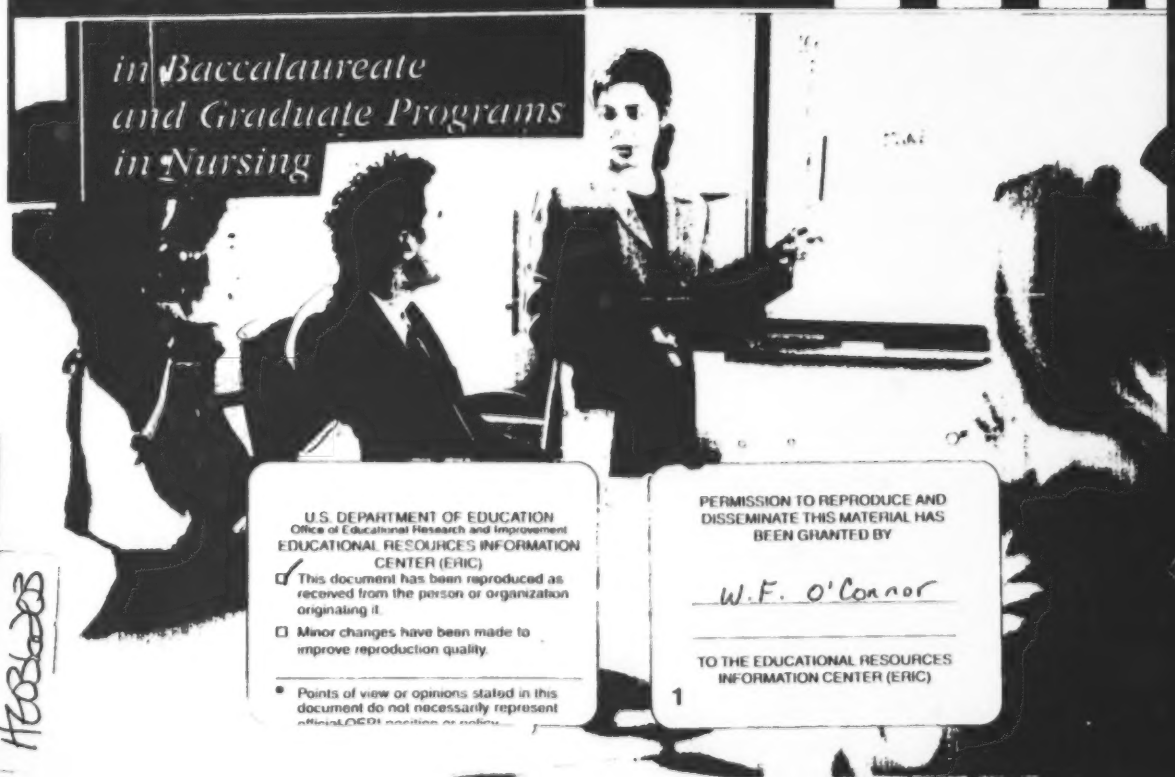
Reproductions supplied by EDRS are the best that can be made
from the original document.

2002-2003

ED 481 566

Salaries of Deans

in Baccalaureate and Graduate Programs in Nursing



merican
ssociation
Colleges of
ursing

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☑ This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY
W.F. O'Connor
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
1

BEST COPY AVAILABLE

American Association
of Colleges of Nursing

2002–2003

SALARIES OF DEANS

IN

Baccalaureate and Graduate Programs in Nursing

Linda E. Berlin, DrPH, RNC, Director of Research and Data Services
Janis Stennett, MPA, Data Manager
Geraldine D. Bednash, PhD, RN, FAAN, Executive Director

AMERICAN ASSOCIATION OF COLLEGES OF NURSING
One Dupont Circle, Suite 530, Washington, DC 20036-1120
Phone (202) 463-6930 Facsimile (202) 785-8320
www.aacn.nche.edu

Suggested Citation:
Berlin LE, Stennett J, Bednash, GD. (2003) *2002-2003 Salaries of Deans in Baccalaureate and Graduate Programs in Nursing*. Washington, DC: American Association of Colleges of Nursing.

Copyright © 2003 by
American Association of Colleges of Nursing

All rights reserved. No part of this book may be reproduced in print, by photostatic means, or in any other manner, without the expressed written permission of the Association.

American Association of Colleges of Nursing is not responsible for errors in reporting by responding institutions.

Publication No. 02-03-03

TABLE OF CONTENTS

	PAGE
Introduction	iv
Survey Methodology	iv
Response Rates	iv
Carnegie Classification Definitions	v
Definition of Terms and General Considerations	vi
Highlights	vi

American Association of Colleges of Nursing ©2003

LIST OF TABLES

		PAGE
Table 1.	Institutional Characteristics of Member and Nonmember Respondents	1
Table 2.	Selected Characteristics of Member and Nonmember Deans	2
Table 3.	Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Years in Current Deanship and Membership Status	4
Table 4.	Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Region and Membership Status	4
Table 5.	Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Type of Institution and Membership Status	5
Table 6.	Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by University or College and Membership Status	5
Table 7.	Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Academic Health Center Affiliation and Membership Status	6
Table 8.	Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Description of Nursing Program and Membership Status	6
Table 9.	Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Program Type and Membership Status	7
Table 10.	Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Number of Full-Time Faculty and Membership Status	7
Table 11.	Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Highest Degree Earned and Membership Status	8
Table 12.	Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Title and Membership Status	8
Table 13.	Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Academic Rank and Membership Status	9

American Association of Colleges of Nursing ©2003

LIST OF TABLES, CONTINUED

		PAGE
Table 14.	Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Tenure Status and Membership Status	9
Table 15.	Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Carnegie Classification and Membership Status	10
Table 16.	Salaries of Member Chief Executive Officers Continuing in the Same Position for Longer Than Five Years by Title	11
Table 17.	Percentile Salaries of Member Deans of Baccalaureate and Higher Degree Programs in Nursing from 1978 to 2002	11

APPENDIX

Appendix A.	List of Schools with Baccalaureate and/or Graduate Programs in Nursing That Provided Salaries of Deans Data for This Report	12

INTRODUCTION

The American Association of Colleges of Nursing (AACN) was established in 1969 to answer the need for a national organization dedicated exclusively to furthering nursing education in America's universities and colleges. Representing nursing education programs at 570 public and private universities and colleges, AACN serves the public interest by assisting deans and directors to improve and advance nursing education, research, and practice.

The Research and Data Center is the nucleus of the Association's authoritative national databank. Annually, the Research Center reports the most current statistics available on student enrollment, graduations, and faculty and deans' salaries.

The *2002–2003 Salaries of Deans in Baccalaureate and Graduate Programs in Nursing*, the 25th such report, is designed to provide the most comprehensive and up-to-date salary data available for deans. This benchmarking resource presents salary data on a calendar year basis by numerous characteristics of deans including title, highest earned degree, academic rank, tenure status, and years in current deanship. Salaries also are presented by geographic region, institutional control, parent institution (university or college), academic health center affiliation, types of nursing programs offered, Carnegie classification, and number of full-time faculty.

SURVEY METHODOLOGY

The definition of terms used in the questionnaire can be found on page vi. *Please note that the term "dean" is used throughout this report to refer to the chief executive officer of a school of nursing. It also encompasses those individuals with institutionally determined titles such as director, chair, head, and coordinator.*

The deans' survey instrument was designed to gather information on salaries and related information such as title, rank, degree level, tenure status, gender, and race/ethnicity, and length of time in the deanship. Instructions for accessing the survey Web site were mailed to 682 baccalaureate and higher degree programs in nursing on September 10, 2002. Partial or complete responses were received from 573 institutions by February 3, 2003.

To ensure the privacy of data collected by AACN, any information that would divulge any monetary figures related to individual salaries or identify individual deans is classified as restricted. To further protect the confidentiality of salary data, salaries are not reported in tables where there were less than five cases in a cell. The mean and standard deviation were reported in cells with five cases; and the mean, standard deviation, and 25th, 50th, and 75th percentiles were reported in cells with six to nine cases.

RESPONSE RATE

Of the 682 deans' survey forms mailed, 573 questionnaires (517 member and 56 nonmember) were returned, yielding an overall response rate of 84.0 percent. The response rate for member schools was 90.9 percent; for nonmember schools the rate was 49.6 percent. Of the 573 respondents, 55 schools (49 member and 6 nonmember) reported acting or interim deans. These individuals were excluded from the analysis of deans' salaries and related information. The salaries analysis was limited to 493 institutions reporting salary and salary basis data.

Questions about the deans' survey in general, or requests for more specific data to meet the needs of individual institutions through AACN's customized report service, should be directed to Janis Stennett at (202) 463-6930 x236, or via email to *jstennet@aacn.nche.edu* or Dr. Linda Berlin at (202) 463-6930 x225, or via email to *lberlin@aacn.nche.edu*

American Association of Colleges of Nursing ©2003

CARNEGIE CLASSIFICATION DEFINITIONS

MASTER'S COLLEGES AND UNIVERSITIES I: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the master's degree. They award 40 or more master's degrees per year across three or more disciplines.

MASTER'S COLLEGES AND UNIVERSITIES II: These institutions typically offer a wide range of baccalaureate programs and they are committed to graduate education through the master's degree. They award 20 or more master's degrees per year.

DOCTORAL/RESEARCH UNIVERSITIES–EXTENSIVE: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. They award 50 or more doctoral degrees per year across at least 15 disciplines.

DOCTORAL/RESEARCH UNIVERSITIES–INTENSIVE: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. They award at least 10 doctoral degrees per year across three or more disciplines, or at least 20 doctoral degree per year overall.

BACCALAUREATE COLLEGES–GENERAL: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate programs. They award less than half of their baccalaureate degrees in liberal arts fields.

BACCALAUREATE COLLEGES–LIBERAL ARTS: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate programs. They award at least half of their baccalaureate degrees in liberal arts fields.

BACCALAUREATE/ASSOCIATE'S COLLEGES: These institutions are undergraduate colleges where the majority of conferrals are at the subbaccalaureate level (associate's degrees and certificates), but bachelor's degrees account for at least 10 percent of undergraduate awards.

ASSOCIATE'S COLLEGES: These institutions offer associate's degree programs and certificate programs, but, with few exceptions, award no baccalaureate degrees.

SPECIALIZED INSTITUTIONS: These institutions offer degrees ranging from the bachelor's to the doctorate and a majority of the degrees awarded are in a single field.
MEDICAL SCHOOLS AND MEDICAL CENTERS: These institutions award most of their professional degrees in medicine. In some instances, their programs include other health professions programs, such as dentistry, pharmacy, or nursing.
OTHER SEPARATE HEALTH PROFESSION SCHOOLS: These institutions award most of their professional degrees in such fields as chiropractic, nursing, pharmacy, or podiatry.
OTHER SPECIALIZED INSTITUTIONS: Institutions in this category include graduate centers, maritime academies, military institutes, and institutions that do not fit any other classification category.

SOURCE: The Carnegie Foundation for the Advancement of Teaching. (2001) *The Carnegie Classification of Institutions of Higher Education, 2000 Edition*. Lawrenceville, NJ: Princeton University Press.

DEFINITION OF TERMS AND GENERAL CONSIDERATIONS

Dean: The term "dean" is used throughout this report to refer to the chief executive officer of a school of nursing. It also encompasses those individuals with institutionally determined titles such as director, chair, head, and coordinator.

Salary: Current fiscal-year, gross salary rounded to the nearest dollar.

Salary Basis: Academic (9- or 10-month contract) or calendar (11- or 12-month contract).

Conversion of Salaries: All deans' salaries are reported on a calendar year basis. Salaries reported on an academic basis are multiplied by eleven-ninths (11/9). This conversion permits the salaries of all deans to appear in all tables.

Minimum and Maximum: The lowest and highest salary values, respectively, in a distribution of ordered data.

Mean: The average salary. It is affected by extreme (either high or low) values, particularly when there are small numbers of individuals represented in a particular faculty classification.

Standard Deviation: Describes how the salary data vary around the mean salary.

Median or 50th Percentile: The value midway between the lowest and highest salary value. The median is useful as it minimizes the effect of extreme values.

Percentiles: Values that divide a distribution of ordered data into 100 equal parts, or into four equal parts (quartiles). For example, a salary value at the 75th percentile is the value that 75 percent of the salaries are less than or equal to. Salaries ranges within a quartile can be constructed in relation to other quartiles. For example, if the 50th percentile salary is $98,000 and the 75th percentile salary is $100,000, the third quartile salaries range from $98,001 through and including $100,000.

HIGHLIGHTS

- The mean calendar year salary for 2002–2003 was $100,985 for member deans (N=446) and $71,378 for nonmember deans (N=47). These salaries represent a 1.0 percent increase for member deans and a 2.7 percent increase for nonmember deans above the 2001–2002 mean salaries.

- The mean and median number of years in current deanship was 6.3 and 5.0 years, respectively. Three hundred ninety deans (75.3 percent) were in their first deanship, while 128 (24.7 percent) reported holding previous deanships.

American Association of Colleges of Nursing ©2003

Table 1. Institutional Characteristics of Member and Nonmember Respondents

CHARACTERISTIC	MEMBER (N=468) NUMBER	%	NONMEMBER (N=50) NUMBER	%	TOTAL (N=518) NUMBER	%
REGION						
North Atlantic	117	25.0	6	12.0	123	23.7
Midwest	137	29.3	19	38.0	156	30.1
South	158	33.8	19	38.0	177	34.2
West	56	12.0	6	12.0	62	12.0
TYPE OF INSTITUTION						
Public	232	49.6	21	42.0	253	48.8
Secular	77	16.5	6	12.0	83	16.0
Religious	154	32.9	23	46.0	177	34.2
Consortium	5	1.1	0		5	1.0
PARENT INSTITUTION						
University	336	71.8	28	56.0	364	70.3
College	128	27.4	22	44.0	150	29.0
Other	4	0.9	0		4	0.8
DESCRIPTION OF PROGRAM						
Autonomous	185	39.5	6	12.0	191	36.9
Department/Division	266	56.8	44	88.0	310	59.8
Freestanding	11	2.4	0		11	2.1
Other	6	1.3	0		6	1.2
PART OF ACADEMIC HEALTH CENTER						
No	390	83.3	50	100.0	440	84.9
Yes	78	16.7	0		78	15.1
CARNEGIE CLASSIFICATION						
Master's I	207	44.2	19	38.0	226	43.6
Master's II	29	6.2	8	16.0	37	7.1
Doctoral/Research-Extensive	74	15.8	0		74	14.3
Doctoral/Research-Intensive	40	8.5	2	4.0	42	8.1
Associate's Colleges	3	0.6	1	2.0	4	0.8
Baccalaureate/Associate's Colleges	2	0.4	0		2	0.4
Baccalaureate Colleges-Liberal Arts	16	3.4	2	4.0	18	3.5
Baccalaureate Colleges-General	52	11.1	16	32.0	68	13.1
Medical Schools/Medical Centers	20	4.3	0		20	3.9
Other Health Profession Schools	19	4.1	1	2.0	20	3.9
Other Specialized Institutions	1	0.2	0		1	0.2
No Carnegie Code	5	1.1	1	2.0	6	1.2

NOTE: Percents may not total to 100.0 due to rounding.

Table 2. Selected Characteristics of Member and Nonmember Deans.

CHARACTERISTIC	MEMBER (N=468) NUMBER	%	NONMEMBER (N=50) NUMBER	%	TOTAL (N=518) NUMBER	%
TITLE						
Dean	213	45.5	4	8.0	217	41.9
Chair	157	33.5	34	68.0	191	36.9
Director	62	13.2	7	14.0	69	13.3
Head	20	4.3	2	4.0	22	4.2
Coordinator	2	0.4	0	0.0	2	0.4
Associate Dean	10	2.1	1	2.0	11	2.1
Other	4	0.9	2	4.0	6	1.2
ADDITIONAL ADMINISTRATIVE TITLE						
No	394	85.7	40	80.0	434	85.1
Yes	66	14.3	10	20.0	76	14.9
Not Reported	{8}				{8}	
RANK						
Professor	320	68.4	26	52.0	346	66.8
Associate Professor	125	26.7	17	34.0	142	27.4
Assistant Professor	15	3.2	7	14.0	22	4.2
Instructor	0		0		0	
No Rank	8	1.7	0		8	1.5
HIGHEST DEGREE IN NURSING						
Baccalaureate	6	1.3	1	2.0	7	1.4
Master's	235	50.2	28	56.0	263	50.8
DNS, DSN, or DNSc	59	12.6	3	6.0	62	12.0
ND	1	0.2	0		1	0.2
PhD	143	30.6	18	36.0	161	31.1
EdD	22	4.7	0		22	4.2
Other	2	0.4	0		2	0.4
HIGHEST DEGREE OVERALL						
Master's	21	4.5	7	14.0	28	5.4
DNS, DSN, or DNSc	59	12.7	3	6.0	62	12.0
ND	1	0.2	0		1	0.2
EdD (Nursing)	24	5.2	1	2.0	25	4.8
EdD (Nonnursing)	65	13.9	5	10.0	70	13.6
PhD	286	61.4	34	68.0	320	62.0
DPH, DrPH	3	0.6	0		3	0.6
Other	7	1.5	0		7	1.3
Not Reported	{2}				{2}	
LEVEL OF TEACHING						
Baccalaureate	157	33.5	39	78.0	196	37.8
Master's	23	4.9	0		23	4.4
Doctoral	11	2.4	0		11	2.1
Baccalaureate and Master's	143	30.6	3	6.0	146	28.2
Baccalaureate and Doctoral	1	0.2	0		1	0.2
Master's and Doctoral	12	2.6	0		12	2.3
Baccalaureate, Master's, and Doctoral	27	5.8	0		27	5.2
Does Not Teach	94	20.1	8	16.0	102	19.7
AREA OF TEACHING						
Clinical Only	0		0		0	
Classroom Only	291	63.4	22	44.0	313	61.5
Both	82	17.9	20	40.0	102	20.0
Does Not Teach	86	18.7	8	16.0	94	18.5
Not Reported	{9}				{9}	

American Association of Colleges of Nursing © 2003

Table 2. Selected Characteristics of Member and Nonmember Deans—continued.

CHARACTERISTIC	MEMBER (N=468) NUMBER	%	NONMEMBER (N=50) NUMBER	%	TOTAL (N=518) NUMBER	%
SALARY BASIS						
Academic Year	94	20.1	16	32.0	110	21.2
Calendar Year	374	79.9	34	68.0	408	78.8
TENURE						
Tenured	339	72.4	37	74.0	376	72.6
Tenure Track, Not Tenured	43	9.2	4	8.0	47	9.1
Nontenure Track	21	4.5	4	8.0	25	4.8
No Tenure System.	65	13.9	5	10.0	70	13 5
GENDER						
Female	453	96.8	50	100.0	503	97.1
Male	15	3.2	0		15	2.9
RACE/ETHNICITY						
White	429	91.9	48	96.0	477	92.3
Black	29	6.2	0		29	5.6
Hispanic	2	0.4	1	2.0	3	0.6
American Indian or Alaskan Native	2	0.4	0		2	0.4
Asian	5	1.1	1	2.0	6	1.2
Native Hawaiian/Other Pacific Islander	0		0		0	
Not Reported -	{1}					
AGE						
Less than 45	15	3.3	4	8.2	19	3.8
45–54	183	40.0	21	42.9	204	40.3
55–64	226	49.5	23	46.9	249	49.2
65 or higher	33	7.2	1	2.0	34	6.7
Not reported	{11}		{1}		{12}	
YEARS IN CURRENT DEANSHIP						
Less than one	60	13.0	5	10.2	65	12.8
1–2	98	21.3	8	16.3	106	20.8
3–5	127	27.6	18	36.7	145	28.5
6–9	76	16.5	10	20.4	86	16.9
10–14	73	15.9	2	4.1	75	14.7
15 or more	26	5.7	6	12.2	32	6.3
Not Reported	{8}		{1}		{9}	
RESPONDENTS IN FIRST DEANSHIP	(N=350; Valid N=346)		(N=40; Valid N=40)		(N=390, Valid N=386)	
Less than one	48	13.9	5	12.5	53	13.8
1–2	80	23.2	5	12.5	85	22.1
3–5	98	28.0	17	42.5	114	29.6
6–9	54	15.7	9	22.5	63	16.4
10–14	48	13.9	2	5.0	50	13.0
15 or more	18	5.2	2	5.0	20	5.2
YEARS IN PREVIOUS DEANSHIP	(N=118; Valid N=118)		(N=10; Valid N=10)		(N=128; Valid N=128)	
Less than one	5	4.2	1	10.0	6	4.7
1–2	19	16.1	0		19	14.8
3–5	37	31.4	3	30.0	40	31.3
6–9	31	26.3	3	30.0	34	26.6
10–14	18	15.3	2	20.0	20	15.6
15 or more	8	6.8	1	10.0	9	7.0

NOTE: Percents may not total to 100.0 due to rounding.

Table 3. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Years in Current Deanship and Membership Status.

YEARS	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
MEMBER										
Less than one	58	$43,000	$215,000	$101,121	$38,845	$61,720	$69,993	$90,000	$124,008	$170,000
1–2	93	40,930	230,000	93,119	38,120	52,257	69,833	82,309	106,180	158,880
3–5	123	41,532	202,000	93,624	30,761	62,715	73,266	86,453	107,000	135,720
6–9	75	64,410	216,956	108,664	36,383	71,188	82,109	97,778	121,395	174,436
10–14	69	54,000	193,000	108,173	33,698	73,171	81,892	98,914	133,237	156,360
More than 15	25	50,000	275,000	126,306	55,623	68,143	85 833	118,484	143,736	215,601
NONMEMBER										
Less than one	5	.	.	$66,060	$18,564	.	.	.	.	.
1–2	8	.	.	62,715	13,838	.	$54,867	$63,395	$71,075	.
3–5	17	$50,000	$107,155	69,584	15,649	$50,000	56,208	65,390	81,210	$93,786
6–9	10	40,944	108,634	73,873	19,934	42,088	59,134	74,146	88,370	106,894
10–14	2	.	.	.	.	.	.	.	.	.
More than 15	5	.	.	88,422	34,661	.	.	.	.	.
TOTAL										
Less than one	63	$43,000	$215,000	$98,338	$38,739	$60,201	$67,000	$89,750	$120,000	$162,744
1–2	101	37,000	230,000	90,711	37,661	50,854	65,399	80,000	102,723	155,050
3–5	140	41,532	202,000	90,705	30,345	61,464	69,932	85,082	100,969	133,805
6–9	85	40,944	216,956	104,571	36,549	69,941	78,113	94,681	119,120	170,698
10–14	71	54,000	193,000	107,365	33,632	72,565	81,889	96,500	131,873	156,068
More than 15	30	50,000	275,000	119,992	54,152	61,014	83,325	105,890	143,536	214,582

Table 4. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Region and Membership Status.

REGION	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
MEMBER										
North Atlantic	110	$43,120	$275,000	$104,711	$39,568	$67,727	$78,198	$93,556	$123,519	$164,645
Midwest	133	41,532	216,956	94,889	36,461	60,126	69,590	86,168	110,512	155,320
South	148	40,930	230,000	100,920	36,335	65,935	76,281	89,645	120,287	152,532
West	55	61,387	216,293	108,451	36,985	65,292	80,000	100,877	125,736	168,000
NONMEMBER										
North Atlantic	5	.	.	$76,432	$11,620	.	.	.	.	.
Midwest	17	$40,944	$92,000	61,714	12,986	$44,189	$52,956	$60,133	$68,609	$84,486
South	19	37,000	92,915	69,925	14,770	50,000	61,800	69,000	84,173	90,444
West	6	.	.	99,148	29,239	.	75,206	99,194	118,142	.
TOTAL										
North Atlantic	115	$43,120	$275,000	$103,482	$39,182	$65,906	$78,000	$92,889	$120,000	$162,871
Midwest	150	40,944	216,956	91,129	36,155	53,650	65,000	81,700	107,090	149,334
South	167	37,000	230,000	97,394	35,919	62,802	73,500	87,968	116,000	145,928
West	61	61,387	216,293	107,536	36,196	65,097	79,906	100,877	125,368	158,000

American Association of Colleges of Nursing © 2003

Table 5. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Type of Institution and Membership Status.

TYPE OF INSTITUTION	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
Member										
Public	229	$50,429	$216,956	$112,660	$36,284	$72,601	$87,323	$101,000	$133,950	$170,000
Secular	68	43,120	275,000	106,502	46,730	65,614	75,232	90,547	124,956	178,115
Religious	149	40,930	187,500	80,525	23,463	55,000	65,000	76,569	90,418	111,238
Nonmember										
Public	21	$53,356	$146,667	$84,032	$20,027	$63,262	$69,455	$82,608	$91,617	$108,338
Secular	5	.	.	60,790	7,271	.	.	.	.	.
Religious	21	37,000	90,444	61,245	13,247	41,756	51,188	61,387	67,130	81,989
Total										
Public	250	$50,429	$216,956	$110,255	$36,069	$70,000	$85,417	$100,145	$128,979	$168,110
Secular	73	43,120	275,000	103,371	46,585	63,307	73,417	86,168	121,228	175,570
Religious	170	37,000	187,500	78,143	23,310	52,038	62,504	74,393	88,034	107,750

Table 6. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by University or College and Membership Status.

INSTITUTION	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
Member										
University	322	$40,930	$275,000	$110,117	$38,760	$70,355	$84,401	$98,484	$131,963	$170,000
College	120	41,532	128,500	76,082	17,376	55,000	65,000	73,919	84,972	98,597
Other	4	.	.	.	.	.	.	.	.	.
Nonmember										
University	27	$50,000	$146,667	$77,678	$21,154	$53,471	$63,053	$76,000	$90,000	$107,451
College	20	37,000	90,444	62,872	13,896	41,350	52,420	64,041	70,344	82,830
Other	0	.	.	.	.	.	.	.	.	.
Total										
University	349	$40,930	$275,000	$107,607	$38,660	$65,487	$81,707	$95,552	$127,623	$168,456
College	140	37,000	128,500	74,195	17,505	52,393	63,088	71,667	82,895	95,850
Other	4	.	.	.	.	.	.	.	.	.

Table 7. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Academic Health Center Affiliation and Membership Status.

ACADEMIC HEALTH CENTER	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
MEMBER										
Yes	72	$78,000	$275,000	$161,695	$36,520	$110,608	$138,203	$160,000	$186,425	$212,786
No	374	40,930	170,000	89,298	23,866	62,083	72,358	86,544	100,878	123,570
NONMEMBER										
Yes	0	.	.	.	.	.	.	.	.	.
No	47	$37,000	$146,667	$71,378	$19,683	$50,000	$60,000	$66,950	$83,111	$92,183
TOTAL										
Yes	72	$78,000	$275,000	$161,695	$36,520	$110,608	$138,203	$160,000	$186,425	$212,786
No	421	37,000	170,000	87,297	24,087	60,353	70,000	85,000	99,328	122,252

Table 8. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Description of Nursing Program and Membership Status.

DESCRIPTION OF NURSING PROGRAM	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
MEMBER										
Autonomous	174	$55,000	$275,000	$128,613	$40,504	$82,329	$95,003	$121,930	$156,466	$187,034
Department/Division	255	40,930	165,000	82,565	21,025	59,600	68,444	80,000	92,889	112,844
Freestanding	11	63,000	125,000	92,188	21,080	63,154	75,000	92,150	111,238	123,100
Other	6	.	.	98,794	23,846	.	79,274	90,000	123,838	.
NONMEMBER										
Autonomous	5	.	.	$81,500	$18,818	.	.	.	.	.
Department/Division	42	$37,000	$146,667	70,173	19,651	$50,000	$58,750	$65,723	$82,733	$91,770
Freestanding	0	.	.	.	.	.	.	.	.	.
Other	0	.	.	.	.	.	.	.	.	.
TOTAL										
Autonomous	179	$55,000	$275,000	$127,297	$40,780	$80,300	$94,000	$120,000	$155,600	$186,567
Department/Division	297	37,000	165,000	80,812	21,249	56,957	65,439	78,617	91,250	109,829
Freestanding	11	63,000	125,000	92,188	21,080	63,154	75,000	92,150	111,238	123,100
Other	6	.	.	98,794	23,846	.	79,274	90,000	123,838	.

American Association of Colleges of Nursing © 2003

Table 9. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Program Type and Membership Status.

PROGRAM TYPE	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
MEMBER										
Baccalaureate Only	149	$40,930	$139,573	$78,389	$19,098	$55,000	$65,000	$76,000	$90,005	$100,877
Baccalaureate and Master's	229	43,120	215,969	98,222	27,158	70,000	79,482	91,107	112,764	136,000
Baccalaureate, Master's and Doctoral	61	99,306	275,000	161,411	35,774	118,415	134,700	160,000	184,783	213,524
Graduate Only	7	.	.	145,801	40,954	.	119,842	142,375	188,300	.
NONMEMBER										
Baccalaureate Only	39	$37,000	$92,915	$65,409	$13,186	$50,000	$55,000	$64,980	$76,000	$84,173
Baccalaureate and Master's	7	.	.	102,955	21,246	.	90,000	92,000	108,634	.
Baccalaureate, Master's and Doctoral	0	.	.	.	.	.	.	.	.	.
Graduate Only	1	.	.	.	.	.	.	.	.	.
TOTAL										
Baccalaureate Only	188	$37,000	$139,573	$75,697	$18,758	$52,781	$62,758	$72,750	$87,843	$98,012
Baccalaureate and Master's	236	43,120	215,969	98,362	26,977	70,194	80,000	91,617	112,398	136,300
Baccalaureate, Master's and Doctoral	61	99,306	275,000	161,411	35,774	118,415	134,700	160,000	184,783	213,524
Graduate Only	8	.	.	137,964	43,919	.	92,294	139,100	179,190	.

Table 10. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Number of Full-Time Faculty and Membership Status.

NUMBER OF FACULTY	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
MEMBER										
10 or less	162	$40,930	$139,573	$78,235	$17,943	$55,518	$65,460	$77,048	$90,000	$100,012
11–20	133	50,000	161,451	92,169	21,859	65,700	77,000	87,468	103,290	123,619
21–30	61	73,171	215,969	114,078	29,508	81,582	94,379	108,000	127,200	153,813
31–40	29	85,000	275,000	144,907	35,960	107,360	122,267	143,337	165,500	175,000
41–60	34	100,290	216,956	159,974	29,989	118,333	135,650	158,600	183,054	199,800
More than 60	13	118,398	230,000	182,387	32,501	122,177	169,450	186,000	211,310	224,517
NONMEMBER										
10 or less	39	$37,000	$107,155	$67,977	$15,112	$50,000	$58,916	$66,056	$79,812	$90,000
11–20	3	.	.	.	.	.	.	.	.	.
21–30	1	.	.	.	.	.	.	.	.	.
31–40	0	.	.	.	.	.	.	.	.	.
41–60	0	.	.	.	.	.	.	.	.	.
More than 60	0	.	.	.	.	.	.	.	.	.
TOTAL										
10 or less	201	$37,000	$139,573	$76,244	$17,863	$53,600	$63,949	$75,044	$88,790	$99,134
11–20	136	50,000	161,451	91,959	21,758	65,245	77,000	87,734	102,350	123,309
21–30	62	73,171	215,969	114,604	29,557	81,673	94,568	108,374	127,710	152,920
31–40	29	85,000	275,000	144,907	35,960	107,360	122,267	143,337	165,500	175,000
41–60	34	100,290	216,956	159,974	29,989	118,333	135,650	158,600	183,054	199,800
More than 60	13	118,398	230,000	182,387	32,501	122,177	169,450	186,000	211,310	224,517

Table 11. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Highest Degree Earned and Membership Status.

HIGHEST DEGREE	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
MEMBER										
Master's	21	$40,930	$105,000	$69,909	$20,100	$42,366	$51,154	$73,000	$83,934	$99,638
DNS, DSN, or DNSc	57	43,120	216,293	102,039	42,562	64,600	73,409	87,246	115,250	184,512
ND	1	.	.	.	.	.	.	.	.	.
EdD (Nursing)	22	49,000	215,969	108,241	37,437	61,885	81,163	105,500	134,185	154,888
EdD (Nonnursing)	62	48,000	200,500	92,266	27,057	62,760	75,139	87,022	101,605	125,142
PhD	273	43,000	230,000	103,160	36,275	65,000	76,785	92,150	122,807	158,022
DPH or DrPH	3	.	.	.	.	.	.	.	.	.
Other	5	.	.	133,411	38,753	.	.	.	.	.
NONMEMBER										
Master's	6	.	.	$57,233	$9,191	.	$48,750	$57,650	$65,324	.
DNS, DSN, or DNSc	3	.	.	.	.	.	.	.	.	.
ND	1	.	.	.	.	.	.	.	.	.
EdD (Nursing)	0	.	.	.	.	.	.	.	.	.
EdD (Nonnursing)	5	.	.	59,471	10,600	.	.	.	.	.
PhD	32	$37,000	$146,667	74,293	20,081	$55,024	62,782	70,351	84,528	$91,770
DPH or DrPH	0	.	.	.	.	.	.	.	.	.
Other	0	.	.	.	.	.	.	.	.	.
TOTAL										
Master's	27	$40,930	$105,000	$67,092	$18,865	$44,306	$50,308	$64,098	$80,000	$95,920
DNS, DSN, or DNSc	60	43,120	216,293	101,144	41,980	63,200	73,385	87,607	113,431	182,636
ND	1	.	.	.	.	.	.	.	.	.
EdD (Nursing)	23	49,000	215,969	107,194	36,919	62,946	83,214	103,000	133,980	152,700
EdD (Nonnursing)	67	48,000	200,500	89,819	27,547	59,000	71,835	85,627	100,831	123,712
PhD	305	37,000	230,000	100,132	36,014	63,231	73,822	90,000	119,921	155,904
DPH or DrPH	3	.	.	.	.	.	.	.	.	.
Other	5	.	.	133,411	38,753	.	.	.	.	.

Table 12. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Title and Membership Status.

TITLE	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
MEMBER										
Dean	200	$55,000	$275,000	$124,736	$40,198	$80,310	$91,488	$118,199	$150,000	$183,497
Chair	149	40,930	145,444	79,080	19,707	57,193	65,585	75,712	89,806	107,000
Director	61	46,380	139,573	84,860	19,408	56,101	70,500	87,000	95,629	109,957
Head	20	57,280	146,667	84,567	22,270	62,394	71,240	79,581	88,380	126,116
Coordinator	2	.	.	.	.	.	.	.	.	.
Associate Dean	10	59,000	108,000	84,331	13,873	60,360	73,172	86,186	93,500	106,700
Other	4	.	.	.	.	.	.	.	.	.
NONMEMBER										
Dean	3	.	.	.	.	.	.	.	.	.
Chair	33	$37,000	$146,667	$69,151	$20,793	$47,000	$57,500	$65,340	$78,150	$91,693
Director	6	.	.	83,708	17,140	.	65,932	85,794	96,845	.
Head	2	.	.	.	.	.	.	.	.	.
Coordinator	0	.	.	.	.	.	.	.	.	.
Associate Dean	1	.	.	.	.	.	.	.	.	.
Other	2	.	.	.	.	.	.	.	.	.
TOTAL										
Dean	203	$55,000	$275,000	$123,922	$40,463	$79,803	$90,596	$116,000	$150,000	$183,292
Chair	182	37,000	146,667	77,280	20,217	52,631	64,074	73,210	88,187	102,115
Director	67	46,380	139,573	84,756	19,100	59,402	70,000	87,000	94,758	109,829
Head	22	53,356	146,667	83,168	22,205	58,747	69,503	79,581	86,250	123,548
Coordinator	2	.	.	.	.	.	.	.	.	.
Associate Dean	11	53,500	108,000	81,528	16,113	54,600	72,601	82,622	93,000	105,400
Other	6	.	.	89,885	14,283	.	78,609	87,500	99,375	.

American Association of Colleges of Nursing © 2003

Table 13. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Academic Rank and Membership Status.

RANK	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
MEMBER										
Professor	305	$40,930	$275,000	$111,097	$39,153	$70,600	$82,209	$100,000	$133,990	$171,624
Associate Professor	121	41,532	171,600	79,738	20,603	55,439	65,189	77,500	89,971	108,200
Assistant Professor	13	45,700	94,681	67,378	13,598	48,220	56,850	66,225	74,000	91,796
Instructor	0	.	.	.	.	.	.	.	.	.
No Rank	7	.	.	90,102	22,758	.	67,717	90,000	114,000	.
NONMEMBER										
Professor	24	$52,375	$108,634	$75,541	$15,881	$56,958	$61,714	$74,225	$89,083	$100,035
Associate Professor	16	40,944	146,667	70,307	25,391	43,783	50,839	64,570	83,083	107,000
Assistant Professor	7	.	.	59,551	12,501	.	52,556	64,098	69,909	.
Instructor	0	.	.	.	.	.	.	.	.	.
No Rank	0	.	.	.	.	.	.	.	.	.
TOTAL										
Professor	329	$40,930	$275,000	$108,503	$39,042	$68,350	$80,300	$97,200	$129,319	$169,000
Associate Professor	137	40,944	171,600	78,637	21,328	52,331	64,195	77,070	89,438	102,800
Assistant Professor	20	37,000	94,681	64,639	13,446	46,330	53,875	65,787	69,977	86,522
Instructor	0	.	.	.	.	.	.	.	.	.
No Rank	7	.	.	90,102	22,758	.	67,717	90,000	114,000	.

Table 14. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Tenure Status and Membership Status.

TENURE STATUS	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
MEMBER										
Tenured	325	$43,120	$275,000	$107,754	$38,450	$69,924	$80,000	$95,552	$128,306	$168,674
Tenure Track, Not Tenured	41	45,700	139,573	77,192	20,369	50,561	64,695	76,569	85,697	106,136
Nontenure Track	21	50,308	200,500	89,678	34,924	55,740	63,859	84,345	112,119	133,600
No Tenure System	59	40,930	215,355	84,258	28,261	57,014	65,000	79,672	94,560	119,000
NONMEMBER										
Tenured	34	$37,000	$146,667	$73,978	$22,001	$47,500	$59,829	$70,351	$88,061	$100,035
Tenure Track, Not Tenured	4	.	.	.	.	.	.	.	.	.
Nontenure Track	4	.	.	.	.	.	.	.	.	.
No Tenure System	5	.	.	61,198	4,017	.	.	.	.	.
TOTAL										
Tenured	359	$37,000	$275,000	$104,555	$38,480	$65,350	$77,070	$93,647	$125,296	$161,451
Tenure Track, Not Tenured	45	45,700	139,573	75,922	20,220	51,533	61,387	76,000	85,625	102,407
Nontenure Track	25	50,308	200,500	86,605	32,742	57,220	65,965	76,155	106,120	126,800
No Tenure System	64	40,930	215,355	82,457	27,843	56,007	63,776	78,559	92,950	117,250

Table 15. Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Carnegie Classification and Membership Status.

CARNEGIE CLASSIFICATION	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
MEMBER										
Master's I	198	$45,700	$151,000	$89,044	$18,340	$69,004	$77,000	$87,323	$98,268	$115,550
Master's II	27	50,000	98,679	71,997	12,790	58,416	61,336	71,000	81,000	93,600
Doctoral/Research-Extensive	68	90,000	275,000	151,552	36,329	107,400	124,925	146,225	176,792	197,890
Doctoral/Research-Intensive	40	64,000	215,000	122,718	32,846	85,450	99,552	117,120	135,175	174,500
Associate's Colleges	3	.	.	.	.	.	.	.	.	.
Baccalaureate/Associate's Colleges	2	.	.	.	.	.	.	.	.	.
Baccalaureate Colleges-Liberal Arts	16	50,308	110,000	73,921	16,729	53,592	61,852	69,008	86,126	102,666
Baccalaureate Colleges-General	49	40,930	100,222	69,401	15,288	48,000	60,694	69,327	80,589	91,267
Medical Schools/Medical Centers	18	80,400	216,293	161,051	34,293	114,598	141,274	158,392	183,219	215,449
Other Health Profession Schools	19	43,120	143,222	94,024	25,562	63,000	78,500	90,000	116,000	128,500
Other Specialized Institutions	1	.	.	.	.	.	.	.	.	.
No Carnegie Code	5	.	.	89,670	22,924	.	.	.	.	.
NONMEMBER										
Master's I	19	$52,556	$108,634	$78,920	$16,435	$53,356	$63,800	$80,300	$91,233	$107,155
Master's II	8	.	.	66,070	15,125	.	53,875	66,503	79,206	.
Doctoral/Research-Extensive	0	.	.	.	.	.	.	.	.	.
Doctoral/Research-Intensive	2	.	.	.	.	.	.	.	.	.
Associate's Colleges	1	.	.	.	.	.	.	.	.	.
Baccalaureate/Associate's Colleges	0	.	.	.	.	.	.	.	.	.
Baccalaureate Colleges-Liberal Arts	2	.	.	.	.	.	.	.	.	.
Baccalaureate Colleges-General	13	37,000	83,111	61,129	12,846	38,578	54,458	61,387	69,051	80,267
Medical Schools/Medical Centers	0	.	.	.	.	.	.	.	.	.
Other Health Profession Schools	1	.	.	.	.	.	.	.	.	.
Other Specialized Institutions	0	.	.	.	.	.	.	.	.	.
No Carnegie Code	1	.	.	.	.	.	.	.	.	.
TOTAL										
Master's I	217	$45,700	$151,000	$88,158	$18,372	$65,460	$76,095	$87,000	$97,464	$114,815
Master's II	35	45,000	98,679	70,642	13,363	54,400	60,503	69,000	81,000	93,200
Doctoral/Research-Extensive	68	90,000	275,000	151,552	36,329	107,400	124,925	146,225	176,792	197,890
Doctoral/Research-Intensive	42	64,000	215,000	122,176	33,063	81,500	98,605	117,120	135,756	173,500
Associate's Colleges	4	.	.	.	.	.	.	.	.	.
Baccalaureate/Associate's Colleges	2	.	.	.	.	.	.	.	.	.
Baccalaureate Colleges-Liberal Arts	18	50,000	110,000	72,919	16,780	50,277	60,004	69,008	82,109	100,571
Baccalaureate Colleges-General	62	37,000	100,222	67,666	15,097	46,866	59,729	66,496	76,861	89,040
Medical Schools/Medical Centers	18	80,400	216,293	161,051	34,293	114,598	141,274	158,392	183,219	215,449
Other Health Profession Schools	20	43,120	143,222	91,941	26,566	53,438	75,875	88,084	114,810	128,150
Other Specialized Institutions	1	.	.	.	.	.	.	.	.	.
No Carnegie Code	6	.	.	85,025	23,449	.	67,950	80,000	99,708	.

American Association of Colleges of Nursing © 2003

Table 16. Salaries of Member Chief Executive Officers Continuing in the Same Position for Longer Than Five Years by Title.

TITLE	Valid N	Min	Max	Mean	Standard Deviation	10th	25th	Median/ 50th	75th	90th
Dean	95	$55,000	$275,000	$129,014	$40,433	$84,067	$99,350	$120,000	$151,000	$185,619
Chair, Director, Head, or Coordinator	70	$50,000	$135,826	$86,674	$17,947	$69,143	$72,358	$83,971	$94,902	$116,117

Table 17. Percentile Salaries of Member Deans of Baccalaureate and Higher Degree Programs in Nursing from 1978 to 2002.

YEAR		10th	25th	Median/ 50th	75th	90th
1978–79	171	$24,500	$28,000	$35,700	$41,600	$46,400
1979–80	184	26,300	31,600	38,400	44,500	50,500
1980–81	208	29,200	34,600	40,400	46,900	52,900
1981–82	240	30,100	36,000	42,800	50,500	57,300
1982–83	272	32,100	37,000	44,700	53,000	60,600
1983–84	292	33,500	37,900	45,800	55,000	62,500
1984–85	328	34,600	40,000	47,900	57,900	68,300
1985–86	341	35,700	41,300	49,600	60,200	70,900
1986–87	347	38,000	44,000	52,000	65,300	77,100
1987–88	324	39,800	46,000	56,300	70,300	82,900
1988–89	327	40,603	48,000	58,686	72,000	86,491
1989–90	381	42,750	50,000	60,000	76,125	89,740
1990–91	324	45,886	52,500	63,750	81,000	97,900
1991–92	351	48,750	55,000	66,120	83,000	100,000
1992–93	344	50,000	55,798	67,019	85,501	104,000
1993–94	362	51,215	58,036	69,520	90,000	110,000
1994–95	380	51,714	60,511	69,856	92,258	114,672
1995–96	373	53,840	61,938	73,138	95,681	117,265
1996–97	404	55,039	63,665	74,656	98,125	120,000
1997–98	430	56,697	66,000	77,361	100,000	125,000
1998–99	415	59,208	67,694	81,000	107,000	132,727
1999–2000	426	59,450	70,000	84,000	108,819	139,587
2000–2001	404	62,816	71,618	86,611	116,437	149,200
2001–2002	416	63,101	74,836	89,225	118,000	154,882
2002–2003	446	63,643	75,036	90,396	119,000	156,487

American Association of Colleges of Nursing © 2003

Appendix A. List of Schools with Baccalaureate and/or Graduate Programs in Nursing That Provided Deans' Salary Data for This Report

NORTH ATLANTIC

Connecticut
- Central Connecticut State University
- Fairfield University
- Quinnipiac University
- Sacred Heart University
- Southern Connecticut State University
- University of Connecticut
- University of Hartford
- Yale University

Delaware
- Delaware State University
- University of Delaware
- Wesley College
- Wilmington College

District of Columbia
- Georgetown University
- Howard University

Maine
- Saint Joseph's College
- University of Maine-Fort Kent
- University of Maine
- University of Southern Maine

Massachusetts
- Boston College
- Curry College
- Emmanuel College
- Fitchburg State College
- Framingham State College
- MGH Institute of Health Professions
- Northeastern University
- Regis College
- Salem State College
- Simmons College
- University of Massachusetts-Amherst
- University of Massachusetts-Dartmouth
- University of Massachusetts-Lowell
- Worcester State College

New Hampshire
- Colby-Sawyer College
- Saint Anselm College
- University of New Hampshire

New Jersey
- Bloomfield College
- College of St. Elizabeth
- Fairleigh Dickinson University
- Kean University
- Monmouth University
- New Jersey City University
- Rutgers, The State University of New Jersey-Camden
- Rutgers, The State University of New Jersey
- Saint Peter's College
- Seton Hall University

New Jersey, cont.
- The College of New Jersey
- The Richard Stockton College of New Jersey
- Thomas Edison State College
- University of Medicine & Dentistry of New Jersey
- William Paterson University

New York
- Adelphi University
- College of Mount Saint Vincent
- Columbia University
- D'Youville College
- Daemen College
- Dominican College of Blauvelt
- Hartwick College
- Hunter College of CUNY
- Keuka College
- Lehman College
- Long Island University
- Mercy College
- Mount Saint Mary College
- New York Institute of Technology
- New York University
- Pace University
- Plattsburgh State University of New York
- Roberts Wesleyan College
- St. John Fisher College
- SUNY at New Paltz
- SUNY Institute of Technology at Utica/Rome
- SUNY/Stony Brook
- Syracuse University
- Teachers College
- The Sage Colleges
- University at Buffalo
- University of Rochester

Pennsylvania
- Alvernia College
- Bloomsburg University
- California University of Pennsylvania
- Carlow College
- Cedar Crest College
- Clarion University
- College Misericordia
- DeSales University
- Drexel University
- Duquesne University
- Eastern University
- Edinboro University of Pennsylvania
- Gannon University
- Gwynedd-Mercy College
- Holy Family College
- La Salle University
- Lycoming College
- Mansfield University

American Association of Colleges of Nursing © 2003

Appendix A. List of Schools with Baccalaureate and/or Graduate Programs in Nursing That Provided Deans' Salary Data for This Report, cont.

Pennsylvania, cont.
- Messiah College
- Millersville University
- Moravian College
- Neumann College
- Saint Francis University
- Slippery Rock University
- Temple University
- Thomas Jefferson University
- University of Pennsylvania
- University of Pittsburgh
- University of Scranton
- Villanova University
- Waynesburg College
- West Chester University
- Widener University
- Wilkes University

Rhode Island
- Rhode Island College
- Salve Regina University
- University of Rhode Island

Vermont
- University of Vermont

MIDWEST

Illinois
- Aurora University
- Benedictine University
- Blessing-Rieman College of Nursing
- Bradley University
- DePaul University
- Elmhurst College
- Illinois State University
- Illinois Wesleyan University
- Lakeview College of Nursing
- MacMurray College
- McKendree College
- Millikin University
- North Park University
- Northern Illinois University
- Olivet Nazarene University
- Rockford College
- Rush University
- Saint Anthony College of Nursing
- Saint Francis Medical Center
- Saint Xavier University
- Southern Illinois University Edwardsville
- Trinity Christian College
- Trinity College of Nursing
- University of Illinois at Chicago
- University of St. Francis
- West Suburban College of Nursing

Indiana
- Anderson University
- Bethel College of Indiana
- Goshen College
- Indiana State University
- Indiana University-Kokomo
- Indiana University-Purdue University (Fort Wayne)
- Indiana University
- Indiana University Northwest
- Indiana University Southeast
- Indiana Wesleyan University
- Marian College
- Purdue University-Calumet
- Purdue University
- Saint Mary's College
- University of Evansville
- University of Indianapolis
- University of Saint Francis
- University of Southern Indiana
- Valparaiso University

Iowa
- Briar Cliff University
- Clarke College
- Grand View College
- Iowa Wesleyan College
- Luther College
- Morningside College
- Mount Mercy College
- University of Iowa

Kansas
- Baker University
- Bethel College of Kansas
- Emporia State University
- Fort Hays State University
- Kansas Wesleyan University
- MidAmerica Nazarene University
- Southwestern College
- Tabor College
- University of Kansas
- Washburn University
- Wichita State University

Michigan
- Eastern Michigan University
- Ferris State University
- Grand Valley State University
- Hope College
- Lake Superior State University
- Madonna University
- Michigan State University
- Northern Michigan University
- Saginaw Valley State University
- University of Detroit Mercy
- University of Michigan-Flint

Appendix A. List of Schools with Baccalaureate and/or Graduate Programs in Nursing That Provided Deans' Salary Data for This Report, cont.

Michigan, cont.
- University of Michigan
- Western Michigan University

Minnesota
- Augsburg College
- Bemidji State University
- Bethel College of Minnesota
- College of Saint Benedict/Saint John's University
- College of St. Catherine
- Metropolitan State University
- Minnesota Intercollegiate Nursing Consortium
- Minnesota State University, Mankato
- St. Cloud State University
- The College of St. Scholastica
- University of Minnesota
- Winona State University

Missouri
- Avila University
- Central Methodist College
- Jewish Hospital College of Nursing
- Lincoln University
- Missouri Southern State College
- Missouri Western State College
- Research College of Nursing
- Saint Louis University
- Saint Luke's College
- Southeast Missouri State University
- Southwest Baptist University
- Southwest Missouri State University
- Truman State University
- University of Missouri-Columbia
- University of Missouri-Kansas City
- Webster University
- William Jewell College

Nebraska
- College of Saint Mary
- Nebraska Methodist College
- Union College
- University of Nebraska Medical Center

North Dakota
- Dickinson State University
- Medcenter One College of Nursing
- Tri-College University
- University of Mary
- University of North Dakota

Ohio
- Ashland University
- Capital University
- Cedarville University
- Cleveland State University
- College of Mount St. Joseph
- Kent State University
- Kettering College of Medical Arts

Ohio, cont.
- Malone College
- Medical College of Ohio
- Mercy College of Northwest Ohio
- Miami University
- Mount Carmel College of Nursing
- Otterbein College
- The Ohio State University
- The University of Akron
- University of Cincinnati
- Ursuline College
- Walsh University
- Wright State University
- Xavier University
- Youngstown State University

South Dakota
- Augustana College
- Huron University
- Mount Marty College
- South Dakota State University

Wisconsin
- Alverno College
- Bellin College of Nursing
- Edgewood College
- Marian College
- Milwaukee School of Engineering
- University of Wisconsin-Green Bay
- University of Wisconsin-Madison
- University of Wisconsin-Milwaukee
- University of Wisconsin-Oshkosh
- Viterbo University

SOUTH

Alabama
- Auburn University at Montgomery
- Jacksonville State University
- Samford University
- Spring Hill College
- The University of Alabama
- Troy State University
- Tuskegee University
- University of Alabama-Huntsville
- University of Alabama at Birmingham
- University of Mobile
- University of North Alabama
- University of South Alabama

Arkansas
- Arkansas State University
- Arkansas Tech University

Florida
- Barry University
- Bethune-Cookman College
- Florida A&M University
- Florida Atlantic University

American Association of Colleges of Nursing © 2003

Appendix A. List of Schools with Baccalaureate and/or Graduate Programs in Nursing That Provided Deans' Salary Data for This Report, cont.

Florida, cont.
- Florida Gulf Coast University
- Florida Hospital College of Health
- Florida International University
- Florida Southern College
- Florida State University
- Jacksonville University
- South University
- St. Petersburg College
- The University of West Florida
- University of Florida
- University of North Florida
- University of South Florida

Georgia
- Armstrong Atlantic State University
- Brenau University
- Clayton College and State University
- Columbus State University
- Georgia Baptist College of Nursing of Mercer University
- Georgia College & State University
- Georgia Southern University
- Georgia Southwestern State University
- Georgia State University
- Kennesaw State University
- La Grange College
- Medical College of Georgia
- North Georgia College & State University
- State University of West Georgia
- Valdosta State University

Kentucky
- Bellarmine University
- Berea College
- Kentucky Christian College
- Morehead State University
- Murray State University
- Northern Kentucky University
- Spalding University
- Thomas More College
- University of Kentucky
- University of Louisville
- Western Kentucky University

Louisiana
- Grambling State University
- Louisiana College
- Louisiana State University Health Sciences Center
- Loyola University-New Orleans
- McNeese State University
- Nicholls State University
- Northwestern State University
- Our Lady of Holy Cross College
- Southeastern Louisiana University
- Southern University and A&M College

Louisiana, cont.
- The University of Louisiana at Lafayette
- The University of Louisiana at Monroe

Maryland
- Coppin State College
- Johns Hopkins University
- Salisbury University
- Towson University
- Uniformed Services University of the Health Science
- University of Maryland

Mississippi
- Alcorn State University
- Delta State University
- Mississippi College
- Mississippi University for Women
- William Carey College

North Carolina
- Cabarrus College of Health Sciences
- Duke University
- East Carolina University
- Lees-McRae College
- Lenoir-Rhyne College
- North Carolina A&T State University
- Queens University of Charlotte
- Southeastern North Carolina Nursing Consortium
- The University of North Carolina-Chapel Hill
- University of North Carolina-Wilmington
- University of North Carolina at Greensboro
- Western Carolina University
- Winston-Salem State University

Oklahoma
- Northeastern State University
- Northwestern Oklahoma State University
- Oklahoma Baptist University
- Oklahoma City University
- Oklahoma Wesleyan University
- Oral Roberts University
- Southern Nazarene University
- Southwestern Oklahoma State University
- The University of Tulsa
- University of Oklahoma

South Carolina
- Charleston Southern University
- Medical University of South Carolina
- South Carolina State University
- University of South Carolina
- University of South Carolina Aiken

Tennessee
- Baptist Memorial College of Health Sciences
- Belmont University
- Carson-Newman College
- Cumberland University
- East Tennessee State University

Appendix A. List of Schools with Baccalaureate and/or Graduate Programs in Nursing That Provided Deans' Salary Data for This Report, cont.

Tennessee, cont.
- King College
- Lincoln Memorial University
- Middle Tennessee State University
- Milligan College
- Tennessee State University
- Tennessee Technological University
- Tennessee Wesleyan College
- University of Memphis
- University of Tennessee - Knoxville
- University of Tennessee at Martin
- University of Tennessee Health Science Center

Texas
- Abilene Intercollegiate School
- Angelo State University
- East Texas Baptist University
- Lamar University
- Midwestern State University
- Prairie View A & M University
- Southwestern Adventist University
- Stephen F. Austin State University
- Tarleton State University
- Texas A&M International University
- Texas A&M University-Corpus Christi
- Texas A&M University - Texarkana
- Texas Christian University
- Texas Tech University Health Sciences Center
- Texas Woman's University
- University of Mary Hardin-Baylor
- University of Texas-Arlington
- University of Texas-Austin
- University of Texas-Tyler
- University of Texas Health Science Center - Houston
- University of Texas Medical Branch
- University of the Incarnate Word
- West Texas A&M University

Virginia
- Christopher Newport University
- College of Health Sciences
- Eastern Mennonite University
- James Madison University
- Liberty University
- Lynchburg College
- Marymount University
- Old Dominion University
- Radford University
- Shenandoah University
- University of Virginia
- Virginia Commonwealth University

West Virginia
- Alderson-Broaddus College
- Bluefield State College
- Fairmont State College

West Virginia, cont.
- Marshall University
- Shepherd College
- University of Charleston
- West Virginia Wesleyan College
- Wheeling Jesuit University

Virgin Islands
- University of the Virgin Islands

WEST

Arizona
- Arizona State University
- Grand Canyon University
- University of Arizona

Alaska
- University of Alaska Anchorage

California
- Azusa Pacific University
- California State University-Bakersfield
- California State University-Chico
- California State University-Fullerton
- California State University-Hayward
- California State University-Los Angeles
- California State University-Northridge
- California State University-Sacramento
- California State University-Stanislaus
- Dominican University of California
- Holy Names College
- Humboldt State University
- Loma Linda University
- Mount St. Mary's College
- National University
- Pacific Union College
- Point Loma Nazarene University
- Samuel Merritt-St. Mary's Nursing Consortium
- San Diego State University
- San Francisco State University
- San Jose State University
- Sonoma State University
- University of California-Los Angeles
- University of California-San Francisco
- University of San Francisco
- University of Southern California
- Western University of Health Sciences

Colorado
- Mesa State College
- Regis University
- University of Colorado at Colorado Springs
- University of Colorado Health Sciences Center
- University of Northern Colorado

Guam
- University of Guam

Hawaii
- Hawaii Pacific University
- University of Hawaii at Hilo

American Association of Colleges of Nursing © 2003

Appendix A. List of Schools with Baccalaureate and/or Graduate Programs in Nursing That Provided Deans' Salary Data for This Report, cont.

Idaho
- Idaho State University
- Lewis-Clark State College
- Northwest Nazarene University

Montana
- Carroll College
- Montana State University

Nevada
- University of Nevada-Las Vegas
- University of Nevada-Reno

New Mexico
- New Mexico State University
- University of New Mexico

Oregon
- Linfield College
- Oregon Health and Science University
- University of Portland

Utah
- University of Utah
- Weber State University

Washington
- Gonzaga University
- Northwest College
- Pacific Lutheran University
- Seattle Pacific University
- Seattle University
- University of Washington
- Washington State University

Wyoming
- University of Wyoming

American Association of Colleges of Nursing © 2003

American Association
of Colleges of Nursing

One Dupont Circle, NW, Suite 530
Washington, DC 20036-1120
Phone (202) 463-6930 • Fax (202) 785-8320
Web site www.aacn.nche.edu

BEST COPY AVAILABLE

U.S. Department of Education
Office of Educational Research and Improvement (OERI)
National Library of Education (NLE)
Educational Resources Information Center (ERIC)

NOTICE

Reproduction Basis

X	This document is covered by a signed "Reproduction Release (Blanket)" form (on file within the ERIC system), encompassing all or classes of documents from its source organization and, therefore, does not require a "Specific Document" Release form.
	This document is Federally-funded, or carries its own permission to reproduce, or is otherwise in the public domain and, therefore, may be reproduced by ERIC without a signed Reproduction Release form (either "Specific Document" or "Blanket").